

ELECTRONIC MEMORANDUM

To: Agency Directors and Human Resources Directors

From: Sam Wilkins, Director - Office of Human Resources

Date: March 5, 2007

Re: IT Salary Assessment Project

In early 2006, members of the SC IT Directors Association (SCITDA) and the Architecture Oversight Committee (AOC) initiated discussions with the State CIO, Dr. Jim Bryant, regarding their difficulties in hiring and retaining IT staff. In addition, the State Information Technology Strategic Plan requires: 1) a review of State IT classifications to determine if new classifications, or updates to existing classifications, are needed, 2) a review of IT employee turnover rates, 3) formulation of strategies for effective work force planning, and 4) a report to CIO and OHR that provides the information listed in items 1- 3.

These concerns, along with the requirements of the State IT Plan for a systematic review of HR issues associated with managing the State's information resources, led Dr. Bryant to initiate the Information Technology Salary Assessment Project (ITSAP). The ITSAP Project Team was chartered in April 2006 and included representatives from the State Office of Human Resources, the State's Chief Information Office, the Department of Social Services, the Department of Revenue, the Department of Labor, Licensing, and Regulation, and the College of Charleston. Recognizing that state agencies compete broadly for IT staff, the team evaluated SC IT salaries in comparison to both public and private sector employers in the southeast. The report also recommends additional strategies for maximizing an agency's ability to attract and retain IT employees. The team's full analysis and recommendations can be found in the attached report.

We hope you will find this information useful to you as you manage staff in this critically important part of your organization. Under separate cover, this report is also being forward to IT Directors in state agencies. If you have any questions, please feel free to contact your Human Resources Consultant.